FY 20 Commander Selection Board
Results Analysis

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Overall Statistics

FY 20 O5 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	24	6	25.00	33	19	57.58	38	0	0.00	25	75.76
Total	24	6	25.00	33	19	57.58	38	0	0.00	25	75.76

FY 19 O5 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	23	2	8.70	31	21	67.74	54	0	0.00	23	74.19
Total	23	2	8.70	31	21	67.74	54	0	0.00	23	74.19

FY 18 O5 Results

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1710	20	1	5.00	21	12	57.14	46	0	0.00	13	61.90
Total	20	1	5.00	21	12	57.14	46	0	0.00	13	61.90

Comparative Community and AOR Analysis

	In-zone Date of Rank	Opportunity Rate	AZ Selections	IZ Selections	BZ Selections
FAO	01 Sep 13 to 01 Jul 15	76%	6	19	0
URL	17 Feb 15 to 01 Feb 16	80%	106	407	4
Intel	01 Sep 14 to 01 Sep 15	70%	11	37	1
CW	01 Oct 14 to 01 Dec 15	71%	10	24	0
IP	01 Jul 14 to 01 Sep 15	80%	7	29	0
HR	01 Sep 13 to 01 Sep 14	80%	2	18	0
PAO	01 Oct 13 to 01 Sep 14	80%	3	5	0

> *AZ records no longer stamped*
>   *- board members have no way to distinguish AZ from IZ*
>
> *Result: more senior (formerly AZ) picks across all communities*

AOR	CENTCOM	INDOPACOM	SOUTHCOM	EUCOM	AFRICOM
FAO Selectees	0	8	7	7	3

> *No AOR "quotas" -- selection based on performance & qualifications*

Individual Record Analysis

Commander Selection Analysis Criteria	Selects	Non-Selects
Full FAO Qualification (FA1/FA2/FA3/FA4/FA5)	100% (25/25)	78% (24/32)
JPME Phase I	92% (23/25)	81% (26/32)
Joint Experience	68% (17/25)	63% (20/32)
Attaché Duty	8% (2/25)	0% (0/32)
SCO Experience	52% (13/25)	59% (19/32)
In-region assignment to a major/numbered fleet staff	48% (12/25)	59% (19/32)
1 or more languages of assigned region at or above 2/2	100% (25/25)	72% (23/32)
75% or more of FITREPs at or above RS average in current and previous rank	64% (16/25)	16% (5/32)

The most important distinctions for promotion
- *Full FAO qualification*
- *Sustained Superior Performance in jobs of increasing scope/responsibility*

Additional Board Statistics

Selection rate calculated by # of selects divided by IZ population	76% (25/33)
Selection rate calculated by # of selects over total # of IZ and AZ eligibles	44% (25/57)
CENTCOM FAO selection rate	0% (0/9)
INDOPACOM FAO selection rate	53% (8/15)
SOUTHCOM FAO selection rate	58% (7/12)
EUCOM FAO selection rate	64% (7/11)
AFRICOM FAO selection rate	30% (3/10)
Selection rate by previous community:	
Pilot/NFO	44% (7/16)
Sub	50% (4/8)
SWO	39% (9/23)
RL (Intel, LDO, Oceano)	40% (2/5)
Staff Officer (MSC, Supply, CEC)	60% (3/5)
Average YCS when lateral transferred among selects:	10.8
Average YCS when lateral transferred among non-selects:	10.6

Roughly equal selection rate regardless of previous community, or YCS at time of lateral transfer to FAO

Trend Analysis Conclusion

- **Full FAO qualification critical for selection**
- **Most selectees: at least one #1 competitive EP with consistent/multiple strongly-worded breakouts**
- **Minimum DLPT scores in 1 or more AOR languages trended better than those who have lapsed**
- **Roughly equivalent selection rate for Attaché vs. SCO vs. Staff**
- **JPME Phase I & Joint matter… can help a strong record, but can't "rescue" a weak one**
- **Previous community FITREPS a significant discriminator, especially for late-career lateral transfers - whole career SSP**
- **New opportunity beyond "traditional IZ" with continued SSP**
  - **Conforms to N1 talent management initiatives "best qualified regardless of YG or zone"**

Notes

- **Selections guided by SECNAV-approved FY20 O-5 Line Board Convening Order, Community Values/Merit Reorder slides**
- **Board authorized to select up to two officers Below the Zone (BZ)**
- **Board authorized to select up to 15% of selects for merit reorder**
  - **Selectee with asterisk on promo message indicates merit reorder (will promote first, regardless of seniority/lineal number)**
- **Conclusions constrained by small sample size**
  - **Be careful reading too much into the data**
- **Correspondence to the board is not reflected in analysis as it is not available after the board adjourns**
- **Starting with FY21 promo boards: date of most recent language proficiency test will be displayed alongside most recent score**